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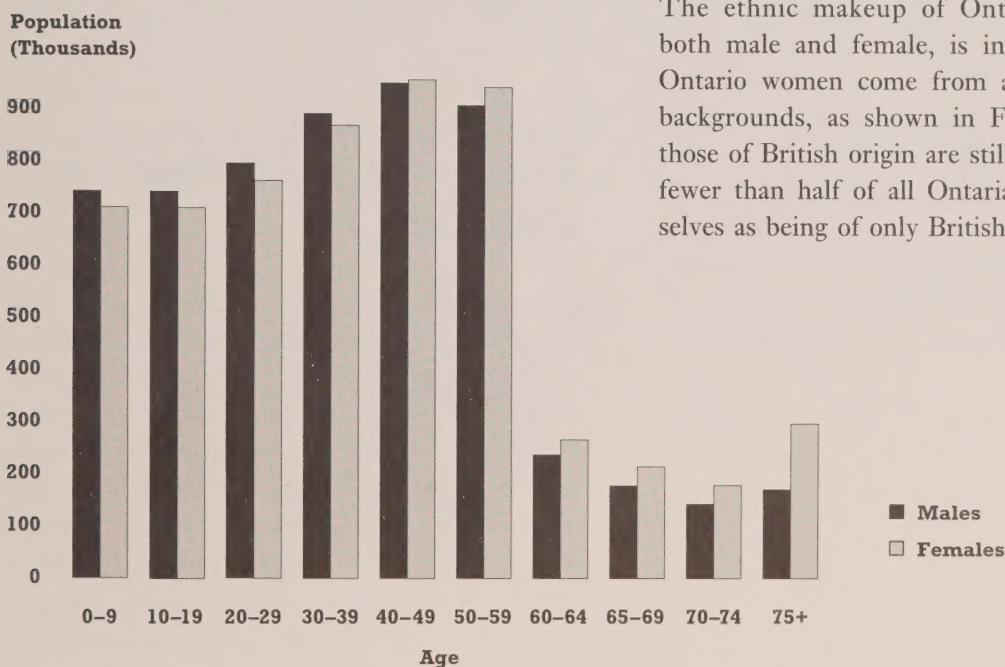
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A FACT SHEET ON WOMEN IN ONTARIO

Women of Ontario

Statistics on women can be hard to find. This first sheet contains statistics on a number of areas of general interest. More detailed information is available from the Ontario Women's Directorate.

Figure 1
Age Distribution by Sex, Ontario, 1986



Source: Statistics Canada, *Census of Canada, 1986*. 100 per cent sample
Special tabulation.

As of 1986, there were 4,633,900 women in Ontario and 4,467,795 men.¹ Although women make up 51% of the total population, the percentage varies depending on the age group.

There are slightly more males than females in the youngest age groups, but because women live longer than men, they form a majority of the older population, particularly among people age 75 and over. The life expectancy for women born in 1987 is 79.7 years, for men, 73.4 years.² The ethnic makeup of Ontario's population, both male and female, is increasingly diverse. Ontario women come from a variety of ethnic backgrounds, as shown in Figure 2. Although those of British origin are still the largest group, fewer than half of all Ontarians describe themselves as being of only British origin.



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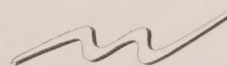
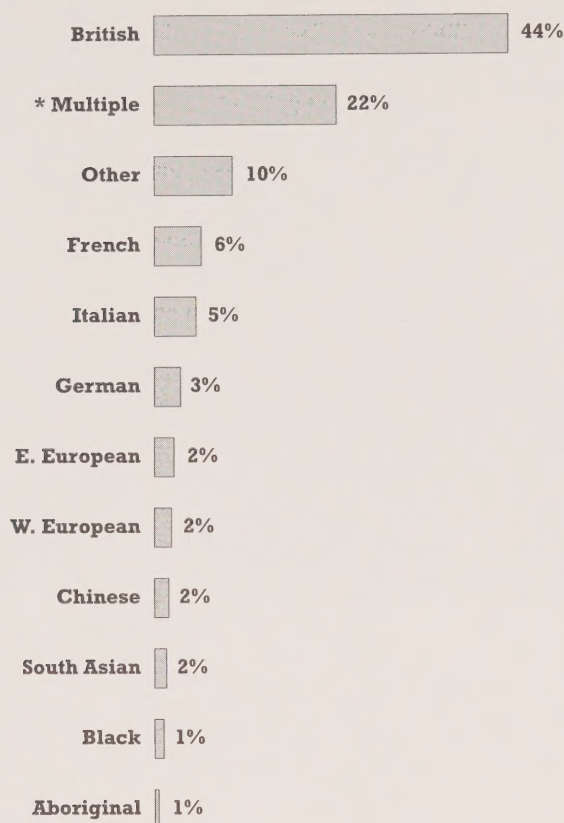


Figure 2
Ethnic Origins, Ontario Women, 1986



Source: Statistics Canada, *Census of Canada, 1986*.
Special tabulation.

* Persons with two or more ethnic origins

Also, of Ontario's total female population aged 15 and over, 4% are visible minority women, 1% are Aboriginal women, and 3% are women with disabilities³.

Nearly one-quarter of Ontario women have a first language other than English. French is the first language of 5% of Ontario women, although the percentage is much higher in the northeastern part of the province.

Table 1
First Languages, Ontario Women, 1986

Chinese	1.0%
English	76.0%
French	5.0%
German	2.0%
Italian	3.0%
Portuguese	1.0%
Other	12.0%

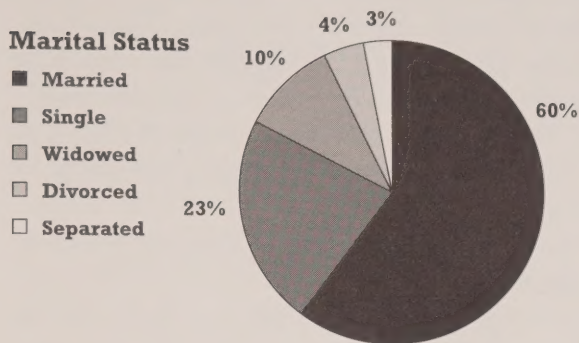
Source: Statistics Canada, *Census of Canada, 1986*.
Special tabulation.

Women and the Family

At some time in their lives most women will live with a partner, a parent, children, or another companion in a relationship of mutual support. Although statistics on marriage are available, there are none which record friendships, same sex couples and other relationships. The statistics for 1986 do show, however, that the majority of Ontario women were or had been married at some time.

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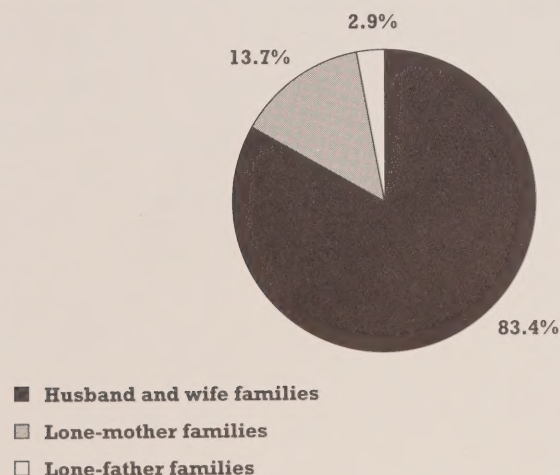
Figure 3
Women Aged 15 and Over, Ontario, 1986



Source: Statistics Canada, *Census of Canada, 1986*.

At some time in their lives, 85% of Ontario women will give birth to, or adopt, a child or have a stepchild. Although most children are born into two-parent families, this is no longer the only type of family. In fact, more than 15% of all families are now lone-parent families, consisting of one parent and one or more children.

Figure 4
Families with Children Under Age 18 at Home, Ontario, 1986⁴



Note: Data are not available for other family types such as two-parent, same-sex families.

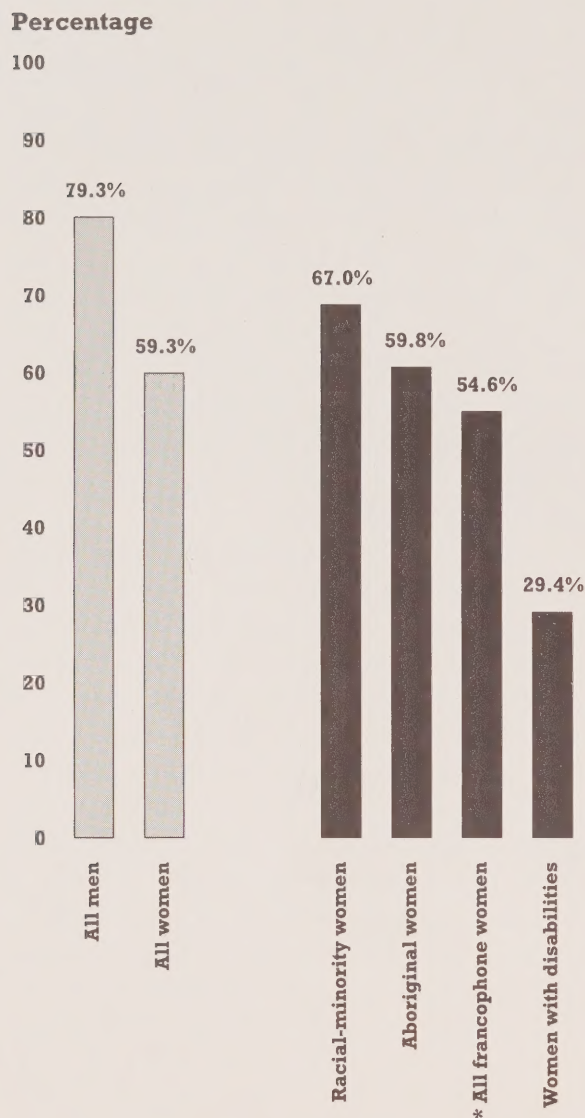
Source: Statistics Canada, *Census of Canada, 1986*.

Women in the Labour Force

During the last 20 years, the proportion of women who are part of the paid labour force has been rising steadily. In 1975, for example, only 48.6% of all women over the age of 15 were working outside of the home. By 1986 the majority of women over age 15 were in the workforce. The proportion is even higher for Aboriginal and visible minority women but significantly lower for women with disabilities. Of all Ontarians over the age of 15, 61.3% of the women, and 78.5% of the men were in the labour force.⁵ The proportion of people in the workforce as a part of the whole population is called the *participation rate*.

Young women, including women with young children, have very high participation rates. For example, in 1986, 60.7% of married women with at least one child under six were in the labour force.⁶ Increasingly, women and men have the same employment pattern. They enter the work force between the ages of 18 and 24 and stay in. A Canadian woman aged 20 today can expect to spend 37 years in the workforce, while a man of 20 can expect to spend 42 years.⁷ The high participation rate among mothers of young children suggests that the working careers of young women who are now in the labour force will tend to be as long as those of men.

Figure 5
Labour Force Participation,
Ontario, 1986



* Includes Racial minority, Aboriginal and disabled women
Source: Statistics Canada, *Census of Canada, 1986*.

Women's increasing participation rate means that they make up a larger proportion of the total workforce, that is, of all people working for wages, or looking for work. In 1989, women made up nearly 45% of Ontario's total labour force. Women are expected to make up half of the workforce by the year 2000.

Although women and men make up nearly equal proportions of the workforce, they are not

evenly distributed among the more than 500 occupations classified by the census. Women tend to be grouped in relatively few occupations, usually in the service sector. The occupations where women predominate also tend to be lower paid than those where men predominate.

One out of every five women working in Ontario in 1986 was a secretary, salesclerk or bookkeeper, and 41% of all working women worked in one of only 10 occupations: secretary, salesclerk, bookkeeper, cashier, nurse, food and beverage server, elementary or kindergarten teacher, office clerk, electronic data processing operator, and receptionist. By contrast, only 21% of men work in the ten most common occupations for men.⁸

One-quarter of working women are employed part-time. These women workers make up 72% of all the part-time workers in Ontario. Part-time work is more common among younger and older women than among women aged 25 to 44.

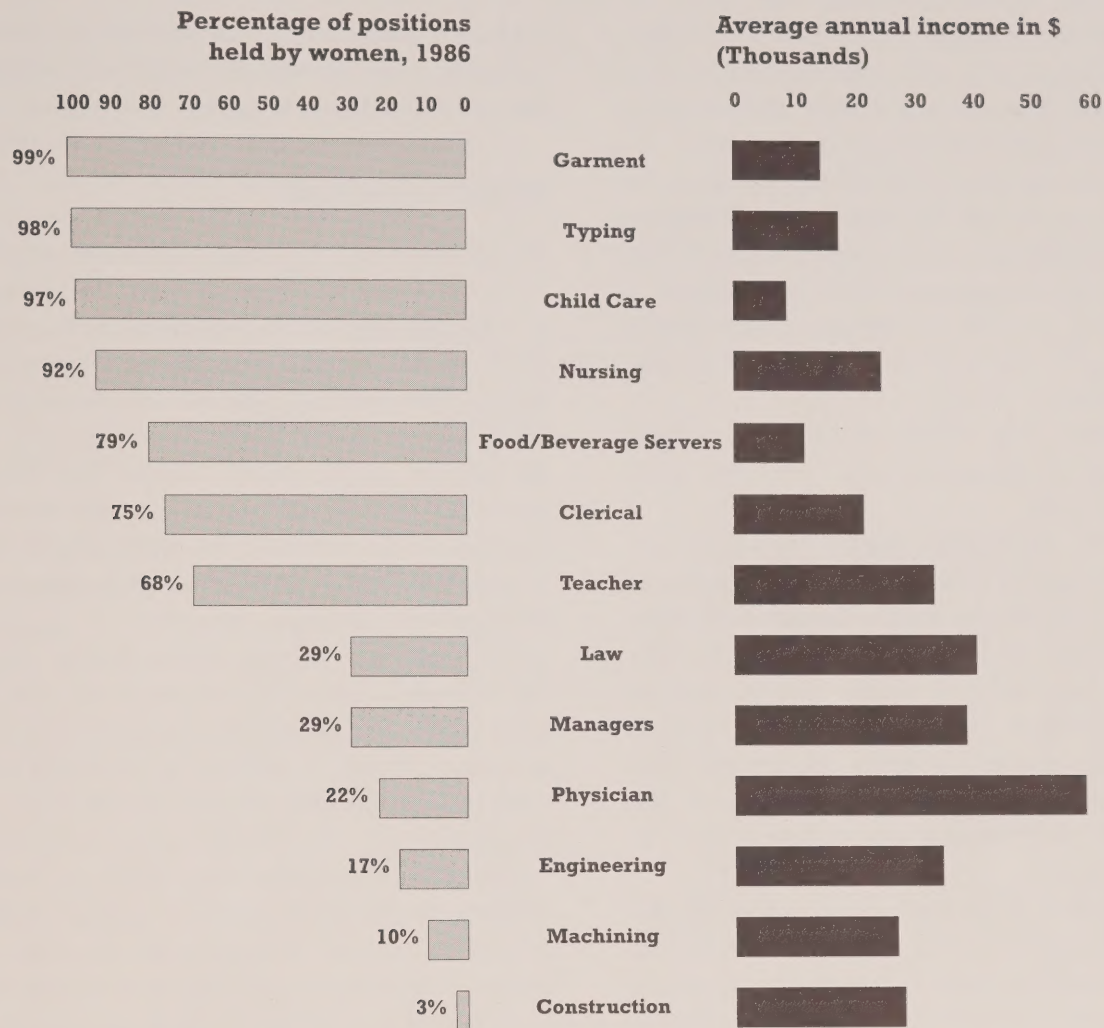
Table 2
Female Labour Force,
Ontario, 1989

Age	Full Time	Part Time
15-24	60%	40%
25-44	81%	19%
45+	77%	23%
All ages	75%	25%

Source: Statistics Canada, *The Labour Force, 1989*.
Special tabulation.

Figure 6

**Average Income for Selected Occupations,
Showing Percentage Female in Occupations**



Source: Statistics Canada, *Census of Canada, 1986*.
Special tabulation.

Women's Income

In 1988, Ontario women who worked full-time, year-round earned on average only 64.8% as much as men who worked the same time. This earnings gap varies with age. Younger women earn nearly 90% as much as men, whereas older women earn just over 60% as much as men.⁹

The average salary for full-time, year-round workers was \$23,260 for women and \$35,918 for men, a difference of over \$12,600 a year. While almost 60% of men earn more than \$30,000 a year, fewer than 25% of women earn that much and, nearly 45% of Ontario women earn less than \$20,000 a year.¹⁰

In 1987, only 37.8% of Ontario women belonged to pension plans, compared with 46.2% of men.¹¹

Four in ten families headed by women are poor,¹² compared to only one in ten led by men. The majority of low-income families have children; in fact, the poverty rate for families with one or two children is double that for families with no children. One in five families with more than three children is below the poverty line: 13.4% of Ontario's children and 55% of the children of Ontario's lone mothers live in poverty.

Almost half of all single people under 25 and 42.7% of people over 65 live below the poverty line, although the poverty rate for elderly people has dropped substantially since 1980, when it stood at 61.5%. However, the majority of the elderly poor are women, and 82.3% of poor, elderly people who live alone are women.¹³

Violence Against Women

Violence against women can take many forms, including wife assault, sexual assault, sexual harassment, and pornography.

Wife Assault

At least one woman in eight is physically abused by her husband or live-in partner.¹⁴ In Ontario in 1987, the police laid criminal charges in 46.6% of the cases of wife assault reported to them.¹⁵ However, one survey has found that fewer than half (44%) of all cases of wife assault are reported to the police.¹⁶ Almost half (49%) the cases of wife assault result in physical injuries to the woman.¹⁷ In fact, 62% of all women murdered in Canada have been killed by their husbands or live-in partners.¹⁸

Forty per cent of wife assault begins when the woman is pregnant for the first time.¹⁹ During 80% of wife assault incidents, children are present,²⁰ and in one out of four cases the children of the assaulted women are also hurt or threatened.²¹

The effects of domestic violence on a woman's mental health can be as serious as the physical injuries. Women who have been assaulted suffer more from anxiety based somatic complaints and depression than other women.²²

Sexual Assault

Conservative studies predict that one in four Canadian women will be sexually assaulted at some time in her life.²³ According to data collected in 1981, 62% of sexual assaults were not reported to the police, often because the victim did not expect to be believed or helped by the police or the courts. Date rape has the lowest reporting rate of all forms of rape – only 1% of date rapes are ever reported. Research also shows that in 41% of all sexual assaults the victims and assailants know each other.²⁴

Education and Training

It is sometimes said that women earn less than men because they have less education, and in fact women now in the labour force do have slightly less education than the men. However, half of all community college students and university undergraduates are now women.

Table 3
Highest Level of Education Attained
Ontario Labour Force, 1987

Level	Men	Women
Less than grade 9	19%	18%
Some secondary	48%	51%
Some post-secondary	10%	9%
Diploma certificate	11%	13%
University	12%	9%
Total	100%	100%

Source: *Education in Canada, 1987*.

The more education a person has, the more likely it is that she or he will be in the labour force.²⁵ Among university graduates, 88.7% of men and 79.8% of women are in the labour force, whereas among those with less than grade 9 education, only 55.1% of men and 28.2% of women are in the labour force.

When women study at post-secondary institutions they tend to be concentrated in relatively few fields of study.

The growing shortage of workers with scientific and technical training would be alleviated if more women specialized in these fields. But in 1986/87, fewer than 7% of the female under-

graduate and community college students were enrolled in engineering, math, physics, or natural science. In comparison, nearly 17% of all male undergraduates were enrolled in engineering, and over 10% in math and physics. Similarly, among women apprentices, well below 5% are in technical fields; the majority are in cooking and hairdressing, which tend to be much lower paid.

Table 4

Fields of Study, Female Students, Ontario

Field	Percentage of Students Who Are Female	Percentage of Total Female Enrollment
Community Colleges 1986-87		
Arts	50.5%	0.8%
Arts and Science	62.1%	3.2%
Business	57.3%	34.2%
Engineering	14.3%	6.2%
Health	83.3%	20.3%
Humanities	59.3%	1.7%
Natural Science	31.1%	2.2%
Social Science	70.9%	21.3%
Other	—	10.1%
Total	51.4%	100.0%
Undergraduate University 1986-87		
Agriculture, Biology	55.9%	7.6%
Education	61.0%	7.8%
Engineering	12.3%	2.4%
General Arts, Science	54.1%	17.8%
Health	66.6%	6.7%
Humanities	62.2%	13.0%
Math, Physics	28.8%	4.3%
Social Science	51.8%	34.2%
Other	—	6.2%
Total	49.6%	100.0%
Apprenticeship 1989		
Hairdresser/Stylist	82.4%	50.2%
Other Service	22.8%	23.0%
Motive Power Trades	0.6%	3.3%
Construction Trades	0.8%	7.4%
Industrial Trades	2.1%	7.9%
Non-regulated Trades	4.3%	8.2%
Total	4.3%	100.0%

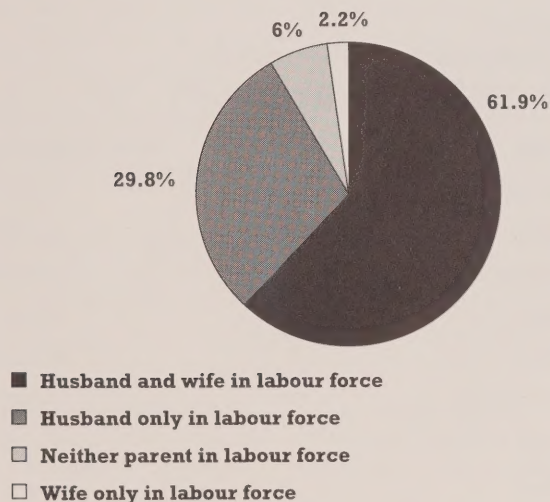
Source: Statistics Canada, *Education in Canada*; Ministry of Skills Development, 1989.

Work and Family Responsibilities

Domestic Responsibilities

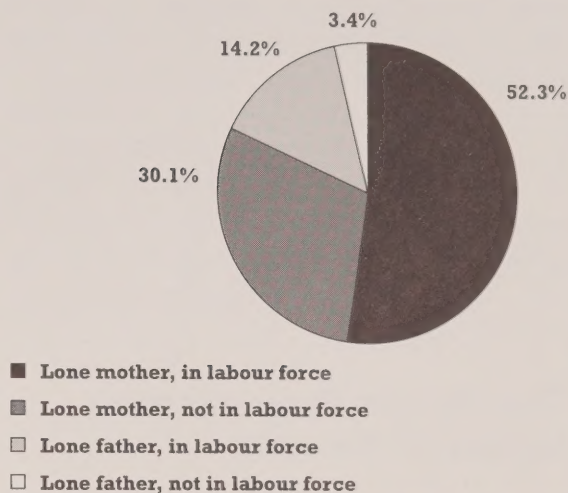
Fewer and fewer families have adult members who can stay home and look after children or elderly relatives. With most adults in the work-force, child care becomes an important need, along with more flexible working schedules and greater access to goods and services available outside normal business hours.

Figure 7
Two Parent Families with Children Under Age 18 at Home, Labour Force Participation, Ontario, 1986



Source: Statistics Canada, *Census of Canada, 1986*

Figure 8
Lone Parent with Children Under Age 18 at Home, Labour Force Participation, Ontario, 1986



Source: Statistics Canada, *Census of Canada, 1986*

Women still bear the major share of family responsibilities, even if they are in the paid workforce, and for that reason many women can only work part-time outside the home. Although Canadian statistics on the extent to which men share household responsibilities are not readily available, U.S. statistics suggest that only 18% of men whose wives work share the housework equally and that 61% do little or no housework.²⁶

The growing trend to keep people with disabilities and the elderly out of institutions may mean even more work for women. That is because almost all caregivers, whether unpaid family members or paid workers, are women. For example, one study found that virtually all the employees of Ontario caregiving agencies were women.²⁷ In 1986, some 390,000 people in Ontario were over the age of 75, and the fastest growing age group in the foreseeable future is the over-85 population. Of the population aged 65 and over, 93% live independently, although they usually receive some assistance from their family or friends. It is estimated that working

people who help to look after their elderly relatives spend an average of 10 hours a week providing such care.²⁸

In Ontario, some progressive employers and union contracts provide important benefits to help workers balance their paid work and family responsibilities. These include sick leave, leave to attend to sick children or other family members, bereavement leave, leave for family or personal needs, longer vacations, flexible working schedules and parental leaves after the birth or adoption of a child. However, such benefits are not available everywhere, and seldom in unorganized workplaces.

The Wage Gap among Married People

The wage gap between women and men is greatest among married people. A married woman working full-time, year round earns on average only 60.8% as much as a married man. When the earnings of full-time, part-time, full-year and part-year workers are included, married women make only 49.9% as much as married men, partly because far more women work part-time.²⁹ These earnings gaps show that in many families it is still the woman who reduces her career expectations and income when they conflict with her family responsibilities.

Average family earnings are highest where both husband and wife work: a Canadian average of \$53,586 in 1988; \$14,160 higher than families when only the husband works and \$31,235 more than when only the wife works. In 51.7% of families where both husband and wife work, the wife works full-time, full-year. This proportion is higher when the wife earns more (74.3%) or the same (68%) as her husband.

In Ontario in 1986, the mothers of at least 628,170 families with children under 14 living at home were in the paid labour force.³⁰ (That included 550,195 two-parent families and 77,975 lone-mother families.)

Child Care

In 1989 there were in Ontario 119,045 children enrolled in group care programs.

The cost of a space in group child care depends on the age of the child and the location. Costs are higher in central Ontario, where the highest is \$27.79 a day for infants in the central region. In 1989 the average per day in Ontario was \$24.94 for infants, \$21.61 for toddlers, \$19.35 for preschoolers, \$19.15 for kindergarten children, \$9.70 for school-age children during the school year (part-day), and \$15.95 for school-age children during the summer (full-day).³¹

In 1989/90 there were an estimated 45,000 subsidized child care spaces for low-income families in Ontario.³²

Table 5
Enrollment of Children in
Group Care By Age, Ontario, 1989

Age	Enrollment
Infants	2,730
Toddlers	9,389
Preschoolers	63,440
Age 4	18,125
Age 5	10,123
School Age	15,142
Over 10 Years	96
Total	119,045

Source: Ministry of Community and Social Services, Day Nurseries Information System, quarterly reports.

Endnotes

1. Statistics Canada, *Census of Canada, 1986*, 100% sample.
2. Statistics Canada, *Life Tables, Canada and Provinces, 1985-1987*.
3. Ibid.
4. Ibid.
5. Statistics Canada, *The Labour Force*.
6. Statistics Canada, *Census of Canada, 1986*.
7. Smith, Pam. "Working Life and Unemployment Tables for Males and Females," Discussion paper #55, University of Alberta, 1988.
8. Ibid.
9. Statistics Canada, *Earnings of Men and Women, 1988*.
10. Ibid.
11. Pension Commission of Ontario, 1989.
12. The poverty line is calculated annually and is based on community size and family size. For example, in 1988, the poverty line varied from a low of \$8,553 for a single person in a rural area, to a high of \$32,950 for a seven or more member family living in a city of 500,000 or more.
13. National Council of Welfare, *Poverty Profile 1988* (Ottawa: Dept. of Supply and Services, 1988).
14. Ontario Women's Directorate, Family Violence Unit.
15. Ministry of the Solicitor General, *Law Enforcement Activity in Relation to Spousal Assault in Ontario for the years 1986 and 1987* (Toronto, 1988).
16. Johnson, Holly. "Wife Assault: The Findings of a Crime Survey," *Perception*, 11, no. 2 (1989).
17. Jenson, Phylis. *Spousal Abuse in Metropolitan Toronto: Research report on the response of the Criminal Justice System* (Toronto: Metro Toronto Advisory Committee on Spousal Abuse, 1989).
18. Ministry of Supply and Services Canada, Statistics Canada, Canadian Centre for Justice Statistics, *Homicide in Canada 1987: A statistical perspective* (Ottawa, 1988).
19. Education Wife Assault, fact sheet on Wife Assault in Canada (Toronto, 1985).
20. Jenson, Phylis. *Spousal Abuse in Metropolitan Toronto: Research report on the response of the Criminal Justice System* (Toronto: Metro Toronto Advisory Committee on Spousal Abuse, 1989).
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22. Jaffe, Peter, et al. "Emotional and Physical Health Problems of Battered Women," *Canadian Journal of Psychiatry*, (Oct. 1986).
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24. Solicitor General, "Female Victims of Crime," (Toronto, 1985).
25. Labour force statistics include people who are unemployed and looking for work as well as those who are working.
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27. Ontario Women's Directorate, *Women in Caregiving Occupations Consultation Report* (OWD: Toronto, 1989).
28. American Association of Retired Persons, "Working Caregivers Report," 1989. Quoted in: Bureau of National Affairs, "101 Key Statistics on Work and Family for the 1990s." Special Report #21, September 1989. Bureau of National Affairs, Washington D.C.
29. Statistics Canada, *Earnings of Men and Women, 1987*.
30. Statistics Canada, *Census of Canada, 1986*.
31. Ministry of Community and Social Services, Day Nurseries Information System, quarterly reports.
32. Ibid.

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